

LOCAL 1990 MEETING SCHEDULE

Meetings are held at 134A Powell Library.

Informal Lunches are held at the Faculty Center.

Call Susan Griffin, 206-8608, for table location.

Winter Quarter:

Meeting: Tuesday, Feb. 28, 12:15

Informal Lunch: Tuesday, March 14, 12:30

Spring Quarter:

Meeting: Tuesday, April 18, 12:15

Informal Lunch: Tuesday April 25, 12:30

Meeting: Tuesday, May 16, 12:15

Informal Lunch: Tuesday, May 23, 12:30

Meeting: Tuesday, June 12, 12:15

Meetings and lunches are open to everyone.

Please come!

UC—AFT
724 N. Croft Ave.
Los Angeles, CA 90069

Faculty and Professional Union Newsletter

UC—AFT Local 1990



(AFL—CIO)

FEBRUARY 1989

VICTORY FOR LECTURERS

PERB Decision in Search Case

In a critical case for Unit 18 lecturers seeking post-six year reappointments, PERB Judge Manuel Melgoza found that the University violated the Higher Education Employer-Employee Relations Act by unilaterally changing the criteria for reappointments specified in the lecturers' MOU.

UC—AFT had filed an unfair labor practices suit charging that the University's policy of requiring candidates eligible for three year appointments to compete against a pool of candidates from a national search violated the MOU. The only two criteria specified by the MOU for reappointments at 3 years after the first six years are these: excellence and instructional need.

PERB found that in instituting a national search requirement, the University acted unlawfully by adding a third criteria. Judge Melgoza ordered that the University cease from changing the criteria and halt the national searches. He further found that the University had interfered with employee organization rights by denying lecturers the benefits that the AFT had obtained for them through collective bargaining.

Two lecturers in the Dance Department who were denied reappointment because of the national search, E. Pulido-Huisar and Marguerite Marshall, will be immediately affected by the PERB decision. The PERB order directs the University to provide them back wages and job reconsideration. The University did not appeal the decision.

TEACHING EVALUATIONS COME UNDER SCRUTINY

Because teaching evaluations are so important in the assessment of the teaching ability of both Senate and non-Senate faculty, AFT Local 1990 is organizing a forum to discuss the use of the evaluations at UCLA. The forum will be held spring quarter.

The UC—AFT forum is being organized by Jeff Smith, a Writing Programs lecturer. It will feature presentations by an expert on teaching evaluations, a representative of the Office of Instructional Development (the office that produces UCLA's standardized form), and others. You will receive a special mailing announcing the time and the location of the forum in Spring quarter. If you would like to help organize this event, or have comments on the contents of the presentations, please call union staff person, Rachel Iskow at 658-7076.

ATTEND YOUR UNION MEETINGS !

SEE MEETING SCHEDULE ON BACK PAGE

UC—AFT Local 1990 Officers
and Representatives

President:	Susan Griffin Writing Programs (Campus x68608; Home 556-7918)
Vice President:	Julia Wrigley Education (x58372)
Secretary:	Kent Lewis Seeds, UES (x51801)
Treasurer:	Norma Corral URL, Reference (x51693)
Grievance Chair:	Gloria Busman IIR (x53180)
Membership Chair:	Kate Pecarovich Law Library (x51829)
Librarian Rep:	Roberta Medford URL-PAS (x51088)
Academic Senate Rep:	Katherine King Classics (x63613)
UES Rep:	Elisabeth Cortina Seeds, UES (x51801)

U C - AFT Officers

President:	Marde Gregory Speech, UCLA (x53303, x68429)
Treasurer:	Miki Goral URL, Reference (x51544)

UNION INPUT SOLICITED
IN ATTEMPTS TO
CLEAN-UP UCLA

Members of the UCLA community have come together in efforts to responsibly eliminate wastes and environmental hazards from the campus. Students, staff and faculty are examining paper recycling options, workplace hazards, and the existence of toxins.

Local 1990 has been asked to help identify campus hazards, and to help in the development of solutions to waste and hazard problems. If you have comments about these issues, especially concerns about your own work environment, or if you'd like to become involved in the "clean-up," please call Rachel at 658-7076.

UNION AWAITS DECISION
IN QUOTA CASE

Attorney William Carder filed the UC-AFT brief February 14 in the "Quota Case." This unfair labor practices suit concerns the Administration's failure to allocate sufficient FTE for three year positions.

The effect of the Administration's action was a failure to grant reappointments to lecturers, some of whom had been rated "excellent" by their departments. The union maintains that the University's refusal to grant FTE in selected departments represents an illegal determination of "instructional need" for particular courses.

CHANCELLOR TO DECIDE
LIBRARIAN GRIEVANCE

The resolution of employment disputes, through the grievance process as well as through informal means, is a mainstay of union efforts to protect employee rights. Local 1990 meets its responsibilities and lends its support to individuals in a variety of ways.

At present, the union is representing a librarian who, we believe, was improperly relieved of administrative responsibilities. The union has filed an MOU grievance for violation of the reassignment clause in Article VI of the librarians contract, and an APM 140 appeal for non-senate academic appointees.

By mutual agreement of the union and the University, the union proceeded with the APM 140 appeals procedures first. UC-AFT and attorney Lawrence Rosenzweig represented the

NON-SENATE FACULTY
GAIN EQUAL ACCESS TO
FACULTY CLUB

Non-Senate faculty may now join the UCLA Faculty Center at the same rate as new Assistant Professors. Prior to Local 1990 President Susan Griffin's complaint to the Board of the Faculty Center, lecturers could only join as "guest members," for twice the monthly fee of new Senate faculty. Griffin believes that the decision to finally grant faculty club access is important as a symbol of recognition of the vital role of lecturers in the campus academic community.

librarian before a University hearing committee in late September, 1988. A final decision by the Chancellor of the APM 140 appeal is still pending.

AN OPEN LETTER TO PRESIDENT GARDNER

January 2, 1989

Dear President Gardner,

I am writing to communicate to you the extreme dissatisfaction of the UC-AFT and those academics whom we represent with the University's proposed 1989-90 salary increase.

We feel that this is a detriment to our bargaining units' members—as well as to our colleagues in other areas of the University—and to the ability of UC to attract top-flight academics.

Insult is heaped upon injury when one considers that there was a 17-month wait for the fiscal year 1987/88 and 1988/89 cost-of-living adjustments, and the University has stated that our 1989/90 increase will be delayed until January, 1990.

Salary is the bread and butter issue for UC academics as it is for any other workers, perhaps even more so. As exclusive representatives for many UC academics, we pledge to work to overturn the current and projected salary proposals.

Sincerely,

Gary Adest, Ph.D.
Executive Director, UC-AFT